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**From:** Barker, Kendal [Barker.Kendal@epa.gov]  
**Sent:** 10/19/2020 5:24:38 PM  
**To:** Deziel, Dennis [Deziel.Dennis@epa.gov]; Dixon, Sean [dixon.sean@epa.gov]; Lopez, Peter [lopez.peter@epa.gov]; McKeown, Paula [McKeown.Paula@epa.gov]; Servidio, Cosmo [Servidio.Cosmo@epa.gov]; Fields, Jenifer [fields.jenifer@epa.gov]; Walker, Mary [walker.mary@epa.gov]; Ashbee, Blake [ashbee.blake@epa.gov]; Thiede, Kurt [thiede.kurt@epa.gov]; Liebau, Joseph [Liebau.Joseph@epa.gov]; McQueen, Ken [McQueen.Ken@epa.gov]; Tatum, Stephen [Tatum.Stephen@epa.gov]; Gulliford, Jim [gulliford.jim@epa.gov]; Sopkin, Gregory [sopkin.gregory@epa.gov]; Sethuraman, Jag [Sethuraman.Jag@epa.gov]; Busterud, John [Busterud.John@epa.gov]; Munoz, Charles [munoz.charles@epa.gov]; Hladick, Christopher [hladick.christopher@epa.gov]  
**CC:** Gunasekara, Mandy [gunasekara.Mandy@epa.gov]; Benevento, Douglas [benevento.douglas@epa.gov]; Fugh, Justina [Fugh.Justina@epa.gov]; Payne, James (Jim) [payne.james@epa.gov]  
**Subject:** Hatch Act Reminders and Clarification  
**Attachments:** pithy hatch act rules Oct 2020.docx; Hatch Act chart Sept 2020.docx

Good afternoon all,

Happy Monday! Given the increased interest in volunteering for election-related activity in the coming weeks, Mandy asked me to send out some information our ethics team (Justina and Jim) provided. I've attached two documents. Please read through both of them thoroughly. Should you have any questions, feel free to reach out to Mandy and/or our ethics experts (both of which are cc'd).

Of note in the attached:

**Working for a campaign** -- If you are a lesser restricted employee (AD, Schedule C and non-career SES) and you want to work for a partisan campaign, then follow these rules:

- You must take annual leave or be on leave without pay or other non-work status. You cannot take sick leave or receive administrative leave to volunteer for a *partisan* campaign.
- Can't use your EPA title, position, badge, email address, computer, or any other EPA authority or equipment in connection with the political activity.
- Can't use official social media to further political activity
- You can be paid by the campaign or reimbursed for expenses
- But remember that you can't provide volunteer services to your EPA boss(es) and they can't accept them
- Never solicit, accept or receive political contributions

In addition, please circulate this information to others in your region. Thank you in advance.

Best,  
Kendal

**Kendal Barker**

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